



# DEPARTMENT OF HUMAN RESOURCE MANAGEMENT BUDGET SUMMARY

INFRASTRUCTURE AND GENERAL GOVERNMENT APPROPRIATIONS SUBCOMMITTEE  
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## ISSUE BRIEF

### DEPARTMENT OVERVIEW

The Department of Human Resource Management (DHRM) is the central human resource (HR) office for the executive branch of the state. Department staff is responsible for the recruitment, performance management, statewide management liability training, classification, workforce planning, employee relations, and compensation functions as well as the state's human resource information systems.

While the administrative law judge compliance function of DHRM is funded directly through General Fund appropriations, the majority of the funding for this department comes through its internal service fund (ISF). The ISF allows DHRM to charge participating agencies a set rate per full-time employee equivalent (FTE) based on services provided. This funding arrangement provides increased funding flexibility for the Legislature and agencies, as well as improved accuracy in cost accounting.

DHRM currently provides services for 20,000 state employees. Of these employees, 18,400 are provided with direct HR services and 13,400 are provided with payroll services. All 20,000 employees have access to the employee gateway which includes employment profiles as well as access to benefits and salary information and forms, HR news, training opportunities, and other HR-related information.

### SUMMARY OF FEES

(a) [UCA 63J-1-504\(5\)](#) states, "Each fee agency shall submit its fee schedule or special assessment amount to the Legislature for its approval on an annual basis. The Legislature may approve, increase or decrease and approve, or reject any fee submitted to it by a fee agency". The table below shows the Department of Human Resource Management's proposed FY 2022 fees as presented in [S.B. 8](#), 2021 General Session (see lines 1846-1866). All proposed FY 2022 fees are the same as those authorized by the Legislature for FY 2021 in [H.B. 8](#), 2020 General Session.

Fee Name	Amount	Quantity	Est. Revenue
Course fee	\$750	275	\$206,250
Other training fees	\$25	3,000	\$75,000
HR services	\$740	19,220	\$14,222,800
Consulting services (non-customer)	\$50	40	\$2,000
Payroll services	\$54	13,018	\$702,972
Core HR	\$12	20,887	\$250,664